



Department of Defense DIRECTIVE

NUMBER 1400.35

March 19, 1999

ASD(C3I)

SUBJECT: Defense Civilian Intelligence Personnel System (DCIPS)

References: (a) Title 10, United States Code

- (b) Secretary of Defense Memorandum, "Delegation of Authorities and Assignment of Duties under the National Defense Authorization Act for Fiscal Year 1997," November 14, 1996
- (c) Assistant Secretary of Defense (Command, Control, Communications, and Intelligence) Memorandum, "Defense Civilian Intelligence Personnel System (DCIPS)," February 17, 1998 (hereby canceled)
- (d) Assistant Secretary of Defense (Command, Control, Communications, and Intelligence) Memorandum, "Department of Defense Civilian Intelligence Personnel Policy Act of 1996; Interim Guidance," October 9, 1997 (hereby canceled)
- (e) through (h), see enclosure 1

1. PURPOSE:

This Directive:

1.1. Implements Chapter 83 and other applicable Sections of reference (a) within the Department of Defense, in accordance with the guidance in reference (b).

1.2. Establishes policy and assigns responsibilities for the DCIPS, and supersedes references (c), (d), and (e).

1.3. Establishes the Defense Civilian Intelligence Board (DCIB).

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD), the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities (hereafter referred to collectively as “the DoD Components”).

3. DEFINITIONS

3.1. DoD Intelligence Components. Those organizations identified in Section 1614 of reference (a) and, such other DoD organizational elements so designated pursuant to Section 1614(2)(D) of reference (a) and this Directive, including the National Reconnaissance Office.

3.2. Functional Intelligence Chief. The Director of a Defense Intelligence Component.

3.3. Intelligence Community. The Agencies and organizations enumerated in Executive Order 12333 (reference (f)) and 50 U.S.C. 401 et seq., (reference (g)) as well as the DoD Intelligence Components.

3.4. Intelligence Function. The work performed by any portion of a Military Department or other DoD Component that fulfills an intelligence mission or intelligence-related mission.

4. POLICY

It is DoD policy that:

4.1. The DCIPS shall be the civilian personnel architecture for the DoD Intelligence Components.

4.2. The DCIPS shall provide for mobility and flexibility in assignments throughout the DoD Intelligence Components.

4.3. The DCIPS shall be implemented so as to improve the acquisition, diversity, skill mix, professional development and long-term retention of a high quality

workforce in the DoD Intelligence Components and the Intelligence Community workforce at large.

5. RESPONSIBILITIES

5.1. The Assistant Secretary of Defense for Command, Control, Communications, and Intelligence shall:

5.1.1. Develop policy in conjunction with the ASD(FMP) for 10 U.S.C. 1601-1614, 1621-1623 (reference (a)).

5.1.2. Oversee the implementation and management of the policy developed under subsection 5.1.1.

5.1.3. Issue guidance applicable to specialized intelligence personnel management, in consultation with the Director of Central Intelligence, as appropriate, consistent with 50 U.S.C. 401 et seq. (reference (g)).

5.1.4. Make recommendations to the Secretary of Defense relating to the termination of employment of any employee in a defense intelligence position external to the Military Departments, under Section 1609 (reference (a)).

5.1.5. Co-chair the DCIB with the ASD(FMP).

5.1.6. Designate, on behalf of the Secretary of Defense, DoD organizational elements that perform intelligence functions as DoD Intelligence Components, in consultation with the head of the DoD Component affected, in accordance with Section 1614 (reference (a)).

5.1.7. Develop and provide DCIPS subchapters for DoD 1400.25-M (reference (h)) in coordination with the ASD(FMP).

5.1.8. Coordinate and exchange information with USD(P&R), ASD(FMP), and OSD officials and heads of DoD Components exercising collateral or related functions.

5.2. The Assistant Secretary of Defense for Force Management Policy, under the Under Secretary for Personnel and Readiness, as the principal assistant and advisor to the Secretary and Deputy Secretary of Defense for civilian personnel management matters in the Total Force structure, shall:

5.2.1. Incorporate and publish DCIPS subchapters in DoD 1400.25-M (reference (h)) as developed in coordination with the ASD(C3I).

5.2.2. Propose changes to Chapter 83 of reference (a) to the ASD(C3I).

5.2.3. Co-chair the DCIB with the ASD(C3I).

5.2.4. Appoint an Executive Secretary for the DCIB to provide administrative support.

5.3. The Director, Administration and Management shall:

5.3.1. Advise the ASD(C3I) and ASD(FMP) on the DCIPS development and implementation in accordance with reference (b).

5.3.2. Provide a senior representative to the DCIB.

5.3.3. After functional review and approval by the ASD(C3I), authorize the allocation of Defense Intelligence Senior Executive Service (DISES) resources.

5.3.4. Manage the DISES rank awards program.

5.4. The Secretaries of the Military Departments and Directors of DoD Intelligence Components shall:

5.4.1. Provide a senior representative to the DCIB to represent functional and personnel perspectives.

5.4.2. Support the work of the DCIB, as required.

5.4.3. Implement DCIPS policies, procedures, programs, and requirements as specified in this Directive.

5.4.4. Supplement the policies, procedures, requirements, and guidance as authorized in Chapter 100 of reference (h) and other related DoD issuances, as appropriate, consistent with DoD policy.

5.5. The Secretaries of the Military Departments shall exercise the authority of the Secretary of Defense under Section 1609 of reference (a) relating to the termination of employment of any employee in a defense intelligence position in their respective Military Departments, in accordance with reference (b).

5.6. The General Counsel of the Department of Defense (DoD GC) shall:

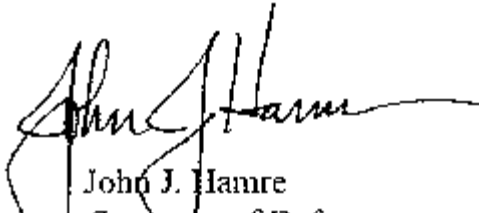
5.6.1. Provide legal advice to the ASD(C3I), the ASD(FMP) and the DCIB..

5.6.2. Provide a senior representative to the DCIB.

5.7. The Defense Civilian Intelligence Board shall advise the ASD(C3I) and the ASD(FMP) on DCIPS matters, including the development, implementation, and administration of, and proposed changes to the DCIPS.

6. EFFECTIVE DATE

This Directive is effective immediately.



John J. Hamre
Deputy Secretary of Defense

Enclosures - 1

E1. References, continued

E1. ENCLOSURE 1

REFERENCES, continued

- (e) Secretary of Defense Memorandum, "Delegations of Authority to Implement the Department of Defense Civilian Personnel Policy Act of 1996, Public Law 104-201,"; October 21, 1996 (hereby canceled)
- (f) Executive Order 12333, "United States Intelligence Activities," December 4, 1981
- (g) Section 401 et seq. of title 50, United States Code
- (h) DoD 1400.25-M, "DoD Civilian Personnel Manual," December 1996, Chapter 1000, "Alternative Civilian Personnel Management Systems," authorized by DoD Directive 1400.25, November 25, 1996